

ProSales

Health Care Survey -- Complete Results, July 2008

July 29, 2008

During July 2008, PROSALES conducted an online survey of LBM dealers and distributors regarding their current and expected health care costs. A total of 168 people responded to the survey by answering questions posted via the *SurveyMonkey.com* Web site. Dealers made up 132 of the total respondents. Of the rest only nine of the respondents indicated they were outside the extended LBM community of millwork firms, wholesalers or distributors. There were no significant statistical differences when the results for dealers or people with decision-making authority were isolated.

People who took part in the survey (and who gave us their e-mail addresses) received a comprehensive report of the results, including participants' written comments and comparative numbers from a survey of all types of businesses conducted by the Kaiser Family Foundation. The report that follows omits those extras.

Please contact PROSALES editor Craig Webb with questions or comments, as well as with ideas for future surveys.

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1. What Is Your Firm's Primary Business? (165 answered question)

	% of Respondents
Building Material Dealer/Lumberyard	80.0%
Molding/Millwork Specialty Dealer/Distributor	5.5%
Short Line Specialty Dealer/Distributor	1.8%
Building Material Wholesaler	7.3%
Other	5.5%

2. Type of Ownership (166)

We're an independent establishment	94.6%
We're part of a chain	5.4%

3. What Is Your Job Title? (165)

Chairman, President, Owner/Partner, EVP, other corporate exec (except HR/benefits).	62.4%
Benefits or human resources manager	20.6
General/store/department manager	10.9
Any other title.	7.9%

4. In Which Region of the U.S. Do You Live? (166)

New England (ME, NH, VT, MA, RI, CT)	8.4%
Mid-Atlantic (NY, NJ, PA, DE, MD, WV, DC)	12.7%
Mid-South (VA, NC, SC, TN, KY)	21.1%
Deep South (GA, FL, AL, MS)	11.4%
Midwest (OH, IN, MI, IL, IA, WI, MN)	18.1%
Southwest (LA, AR, TX, OK)	7.2%
Plains States (ND, SD, KS, NE, MO)	3.0%
Mountain West (CO, WY, UT, NM, AZ)	8.4%
Far Southwest (CA, NV)	3.0%
Northwest/Pacific (MT, ID, OR, WA, AK, HI)	6.6%

5. What Is the Annual Sales Volume of Your Organization? (163)

\$1 to \$999,999	1.8
\$1 million to \$9,999,999	34.4%
\$10 million to \$24,999,999	31.9%
\$25 million to \$99,999,999	22.1%
Over \$100 million	9.8%

6. What Percentage of Your Company's Sales Come From Building Professionals? (165 answered question)

0% to 24%	5.5%
25% to 49%	6.7%
50% to 74%	20.0%
75% or Higher	67.9%

Question 7 was for internal purposes, so the results will be skipped.

8. Does Your Company Have a Health Care Plan for Fulltime Employees? (158)

Yes	98.7%
No	1.3%

9. Does Your Company Also Make Available Coverage for Spouses and/or Dependents? (158)

Yes	97.5%
No	2.5%

10. If Your Company Provides It, and Assuming You Work Fulltime at Your Company, Do You Take Part in Your Employer's Health Care Plan? (155)

Yes	87.7%
No	12.3%

11. If Yes, Which Type of Coverage Do You Get? (134)

Coverage for me alone	25.4%
Coverage for me and my family	74.6%

12. If No... (20)

I don't have any health insurance from anyone	5.0%
I get health coverage through a spouse, parents or other source	95.0%

13. Are You REQUIRED To Pay Any Part of Your Personal Health Care Premium? (152 respondents)

Yes—For individual coverage, I pay a share of the cost	69.7%
No—My company pays 100% of the premium	30.3%

14. If Yes, How Much Do You Pay PER MONTH for that Coverage? (110)

Zero	7.3%
\$1 to \$20	7.3%
\$21 to \$40	15.5%
\$41 to \$60	15.5%
\$61 to \$80	10.0%
\$81 to \$100	9.1%
\$101 to \$120	7.3%
\$121 to \$140	3.6%
\$141 to \$160	3.6%
\$161 to \$180	0.9%
\$181 to \$200	6.4%
More than \$200/month	13.6%

15. Does Your Company Pay 100% of the Cost of Your FAMILY Health Insurance Costs? (e.g. coverage for you and your spouse, or coverage for you and your children) (154)

Yes	16.9%
No	83.1%

16. If Yes, How Much Do You Pay PER MONTH for that Coverage? (88)

Zero	17.0%
\$1 to \$40	3.4%
\$41 to \$60	2.3%
\$61 to \$80	3.4%
\$81 to \$100	5.7%
\$101 to \$120	4.5%
\$121 to \$140	4.5%
\$141 to \$160	0.0%
\$161 to \$180	3.4%
\$181 to \$200	2.3%
\$201 to \$220	3.4%
\$221 to \$240	1.1%
\$241 to \$260	2.3%
\$261 to \$280	5.7%
\$281 to \$300	6.8%
More than \$300/month	34.1%

(Note: The KFF survey said the average monthly premium for family coverage was \$273/month.)

17. Please Provide Any Comments That Will Help Us Better Understand Your Views With Regard to Health Care Costs and Coverage

There were 49 responses. People who took the survey got the written comments.

18. Do You Manage, or Have Any Influence in Deciding, the Costs and Features of Your Company's Health Care Plan? (158)

Yes	89.9%
No	10.1%

(At this point in the survey, only the 142 who answered "Yes" to question 18 were given more questions to answer. The rest were sent to our thank-you page.)

19. Which Types of Health Care Coverage Does Your Company Provide? Click All that Apply. (124)

Traditional PPO	70.2%
HMO	25.0%
Health savings account/health reimbursement account	21.8%
High-deductible health plan	29.8%
Prescription coverage	68.5%
Gap insurance	4.0%
Dental care	59.7%
Vision care	26.6%
Flexible spending account	20.2%
Option to get supplementary benefits	25.8%

20. Who Provides Your Company's Health Care Coverage (121)

We get it direct from the insurer	17.4%
We buy it via a local broker	68.6%
We use an association or co-op endorsed program	9.9%
We're self-insured	5.5%

21. If You Also Offer Prescription Coverage, Do You Use the Same Company To Provide Both Health Care Coverage and Prescription Coverage? (118)

Yes	96.6%
No	3.4%

22. What Percent of Your Work Force Is ELIGIBLE To Get Medical Coverage? (119 responses)

The average was 89%. Range was from 46% to 100%

23. What Percent of Your Work Force ELECTS To Get Medical Coverage From Your Company? (121)

The average was 71%. Range was from Zero to 100%.

24. What Percentage of the Total Premium Do You Require Most of Your Employees Pay for Their PERSONAL Coverage? (118)

Zero	30.5%
5%	4.2%
10%	8.5%
15%	3.4%
20%	5.9%
25%	16.1%
30%	7.6%
35%	4.2%
40%	2.5%
45%	0.8%
50%	12.7%
55%	0.8%
60%	0.0%
65%	0.8%
70%	0.8%
75%	0.0%
80%	0.0%
85%	0.0%
90%	0.8%
95%	0.0%
100%	0.0%

25. What Percentage of the Total Premium Do You Require Most of Your Employees Pay If They Elect SPOUSE/FAMILY Coverage? (118)

Zero	9.3%
5%	0.8%
10%	1.7%
15%	0.8%
20%	2.5%
25%	3.4%
30%	6.8%
35%	4.2%
40%	3.4%
45%	2.5%
50%	14.4%
55%	2.5%
60%	5.9%
65%	0.8%
70%	1.7%
75%	1.7%
80%	1.7%
85%	0.0%
90%	1.7%
95%	0.0%
100%	33.9%

26. What Is Your Calendar Year Deductible for an Individual's Care in Your Health Care Network? (121)

Zero	11.6%
Between \$1 and \$100	1.7%
Between \$101 and \$200	0.8%
Between \$201 and \$300	8.3%
More than \$300	77.7%

27. What Is Your Calendar Year Deductible for Family/Spouse Care in Your Health Care Network? (120)

Zero	11.7%
Between \$1 and \$100	0.8%
Between \$101 and \$200	0.8%
Between \$201 and \$300	5.0%
More than \$300	81.7%

28. What Is the Maximum Out-of-Pocket Amount a Person on Individual Care Pays Under Your Benefits? (118)

Less than \$500	5.1%
Between \$501 and \$1,000	12.7%
Between \$1,001 and \$1,500	26.3%
More than \$1,500	55.9%

29. What Is the Maximum Out-of-Pocket Amount a Person on Family/Spouse Care Pays Under Your Benefits? (120)

Less than \$1,000	5.8%
\$1,000 to \$3,000	36.7%
\$3,000 to \$5,000	26.7%
More than \$5,000	30.8%

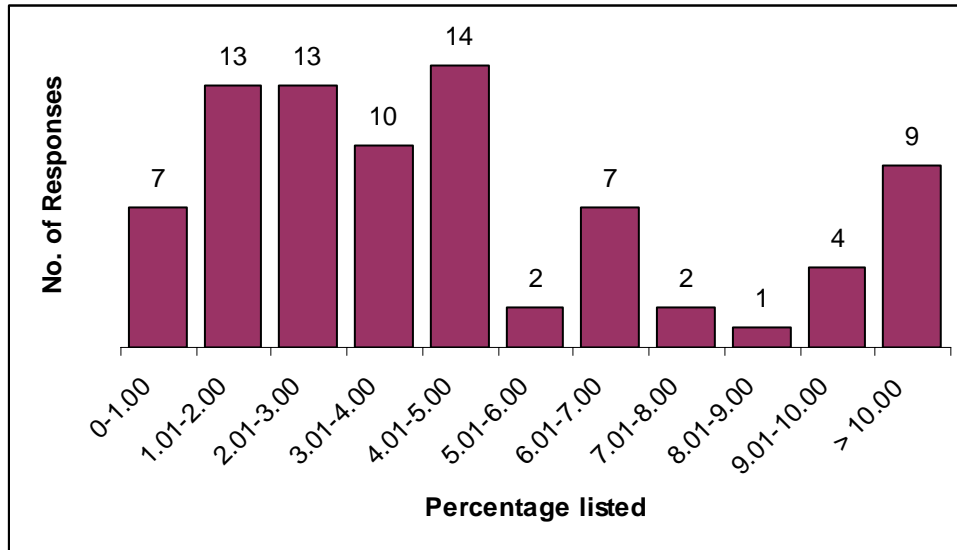
30. Do You Offer Employees... (14)

Rewards if they accomplish good health behaviors, such as losing weight or quitting smoking?	1 response
A health fair, in which they can get their health state (heart rate, blood pressure) checked?	7 responses
Partial or full subsidies for going to a fitness gym?	6 responses

31. Do You Impose Higher Rates if Employees Engage in Poor Health Behaviors, Such as Smoking or Being Overweight? (116)

Yes	1.7%
No	98.3%

32. What Percent of Your Company's Total Expenses Are Taken Up By Health Care Costs? (82)



33. What Ideas Are You Considering With Regard To Your Company's 2009 Health Care Benefits? Check All That Apply. (92)

Require that employees be paying a share of the premium	18.5%
Raising premiums	34.8%
Lowering premiums	3.3%
Raising the deductible	66.3%
Lowering the deductible	0.0%
Adding a health savings account option	29.3%
Dropping our PPO or HMO option	4.3%

34. By What Percentage Have Your Company's Premium Costs Increased Since 2003? (115)

Zero	1.7%
1% to 10%	6.1%
11% to 20%	13.0%
21% to 40%	33.9%
41% to 60%	27.8%
61% to 80%	9.6%
81% to 100%	7.8%

35. How Big an Increase Do You Expect Your Premiums To Increase for the Coming Year? (119)

Zero	4.2%
1% to 5%	14.3%
6% to 10%	42.9%
11% to 15%	28.6%
16% to 20%	8.4%
Over 20%	1.7%

36. By What Percentage Did This Year's Insurance Premium Costs Go Up Over Last Year's (117)

Zero	9.4%
1% to 5%	20.5%
6% to 10%	27.4%
11% to 15%	21.4%
16% to 20%	12.0%
Over 20%	9.4%

37. Please Provide Any Other Comments That Will Help Us Understand Your and Your Company's Views with Regard to PROVIDING Health Care Coverage.

There were 26 responses. Respondents who completed the survey received these comments.

Questions? Comments? Contact Craig Webb, PROSALES editor, at cwebb@hanleywood.com or at 202-736-3307